

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCS), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCS survey was discontinued.

#### Ready Facts Catalog for the Pittsburgh, PA National Compensation Survey:

	<b>Data tables from NCS Bulletins</b> 1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4) 4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2) 5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3) 6-1. through 6-5. Hourly wage percentiles by selected occupations	
	<b>Pittsburgh, PA (December 2003)</b>	
9795	Tables 1-1 through 3-2	15
9796	Tables 4-1 through 4-3	14
9797	Tables 5-1 through 5-3	3
9799	Tables 6-1 through 6-5	11
9798	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$7.66	\$10.33	\$14.94	\$21.81	\$31.06
All excluding sales .....	8.25	10.91	15.50	22.46	32.00
<b>White collar</b> .....	8.60	11.77	17.67	26.22	36.92
White collar excluding sales .....	10.29	13.41	19.08	27.50	38.71
<b>Professional specialty and technical</b> .....	14.34	18.89	24.81	34.68	46.41
Professional specialty .....	15.63	21.10	26.49	36.06	47.74
Engineers, architects, and surveyors .....	24.35	28.82	37.05	43.76	51.38
Electrical and electronic engineers .....	26.92	32.50	37.50	48.13	62.02
Mathematical and computer scientists .....	18.63	21.22	30.05	35.57	39.25
Computer systems analysts and scientists .....	18.63	21.51	30.39	35.57	39.40
Natural scientists .....	15.39	17.09	23.70	34.74	36.90
Health related .....	18.24	21.14	24.13	28.08	37.49
Registered nurses .....	18.90	21.21	23.48	25.90	28.73
Pharmacists .....	33.21	34.50	36.23	39.55	39.55
Physical therapists .....	21.66	26.53	30.46	31.56	34.11
Therapists, n.e.c. ....	11.38	11.58	12.41	17.52	25.50
Teachers, college and university .....	16.92	19.88	28.21	35.73	46.96
Other post-secondary teachers .....	15.64	18.25	21.54	33.33	49.31
Teachers, except college and university .....	14.75	24.62	32.36	47.42	50.35
Elementary school teachers .....	24.63	27.64	36.03	49.54	53.48
Secondary school teachers .....	23.76	26.91	32.70	46.41	50.69
Teachers, special education .....	19.90	25.13	47.42	48.08	48.74
Teachers, n.e.c. ....	12.36	17.00	31.05	48.03	48.61
Substitute teachers .....	9.79	10.00	10.67	15.63	16.25
Librarians, archivists, and curators .....	13.46	15.91	27.37	27.37	33.65
Social scientists and urban planners .....	17.74	20.02	26.24	32.69	36.39
Psychologists .....	15.33	17.10	22.50	25.74	26.03
Social, recreation, and religious workers .....	6.96	9.50	11.60	18.63	24.42
Social workers .....	7.00	9.50	16.66	21.86	25.50
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	12.86	15.26	20.93	30.07	86.75
Editors and reporters .....	15.11	16.44	20.93	30.45	43.02
Technical .....	12.10	14.95	18.85	22.00	28.61
Clinical laboratory technologists and technicians .....	10.70	12.04	16.58	20.72	23.95
Health record technologists and technicians .....	13.31	14.00	15.61	21.49	22.92
Radiological technicians .....	15.25	17.40	20.00	20.73	22.07
Licensed practical nurses .....	13.50	14.71	15.97	17.82	18.89
Health technologists and technicians, n.e.c. ....	10.60	10.60	12.17	13.84	15.31
Engineering technicians, n.e.c. ....	19.59	19.59	25.50	27.36	33.53
Drafters .....	14.82	16.15	23.18	29.07	31.83
Computer programmers .....	18.99	18.99	28.61	34.25	37.86
<b>Executive, administrative, and managerial</b> .....	16.05	18.20	23.56	33.59	43.07
Executives, administrators, and managers .....	17.88	22.56	31.06	38.00	53.79
Financial managers .....	17.88	23.08	35.90	41.03	51.28
Managers, marketing, advertising, and public relations .....	23.08	32.47	35.36	49.99	54.33
Administrators, education and related fields .....	16.57	21.13	24.77	35.59	41.48
Managers, medicine and health .....	18.00	18.00	25.04	32.98	36.06
Managers, service organizations, n.e.c. ....	14.61	18.13	22.56	34.56	58.15
Managers and administrators, n.e.c. ....	22.16	28.62	31.50	43.65	53.79
Management related .....	15.64	17.44	20.00	24.04	29.42
Accountants and auditors .....	15.80	16.05	19.43	23.56	28.54
Personnel, training, and labor relations specialists .....	15.06	19.46	23.56	27.18	39.80
Purchasing agents and buyers, n.e.c. ....	16.09	17.75	21.20	25.12	27.72
Management related, n.e.c. ....	15.00	18.00	22.05	27.69	32.26
<b>Sales</b> .....	6.00	6.76	8.82	11.46	16.53
Sales workers, other commodities .....	6.46	6.93	7.85	10.03	16.25
Cashiers .....	5.50	5.95	7.05	8.85	10.78
Sales support, n.e.c. ....	6.00	6.27	7.15	10.00	13.85
<b>Administrative support, including clerical</b> .....	8.52	10.30	12.59	15.24	19.59
Secretaries .....	9.97	12.10	14.69	17.64	21.07
Stenographers .....	11.77	13.22	14.68	15.90	17.14
Receptionists .....	8.00	8.85	9.56	11.64	12.98

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>White collar</b> —Continued					
<b>Administrative support, including clerical</b> —Continued					
Information clerks, n.e.c. ....	\$8.00	\$9.00	\$13.31	\$14.54	\$15.71
Order clerks .....	9.50	11.33	15.38	20.98	24.98
Records clerks, n.e.c. ....	8.80	10.13	11.50	13.49	15.85
Bookkeepers, accounting and auditing clerks .....	10.20	11.80	13.48	14.73	16.17
Billing clerks .....	10.99	11.90	12.87	13.60	14.72
Telephone operators .....	8.75	10.00	12.45	19.02	19.02
Traffic, shipping and receiving clerks .....	9.00	9.05	10.60	11.90	14.90
Stock and inventory clerks .....	9.34	10.30	12.00	13.39	14.97
Insurance adjusters, examiners, and investigators .....	9.00	10.71	11.61	17.76	23.26
Investigators and adjusters, except insurance .....	9.51	10.51	13.54	16.62	19.10
General office clerks .....	8.00	11.35	12.20	14.09	19.59
Bank tellers .....	8.05	8.50	9.87	12.16	14.45
Teachers' aides .....	7.21	8.61	11.03	13.55	14.29
Administrative support, n.e.c. ....	7.50	10.01	12.91	14.46	19.73
<b>Blue collar</b> .....	9.25	11.50	15.20	19.66	22.99
<b>Precision production, craft, and repair</b> .....					
Automobile mechanics .....	11.30	14.25	17.95	21.88	26.17
Industrial machinery repairers .....	14.50	15.91	17.50	19.00	21.25
Mechanics and repairers, n.e.c. ....	14.60	19.52	21.47	22.65	26.80
Mechanics and repairers, n.e.c. ....	9.75	11.30	14.29	19.30	19.68
Carpenters .....	17.83	18.12	18.19	23.72	25.22
Electricians .....	14.61	14.61	18.60	19.29	20.59
Machinists .....	13.25	14.35	15.75	17.95	19.29
Electrical and electronic equipment assemblers ..	10.95	11.13	11.55	13.76	15.37
<b>Machine operators, assemblers, and inspectors</b> .....					
Grinding, abrading, buffing, and polishing machine operators .....	9.25	10.10	13.07	15.97	19.62
Molding and casting machine operators .....	9.62	11.70	14.81	18.05	20.43
Mixing and blending machine operators .....	9.82	9.82	13.07	15.97	18.23
Mixing and blending machine operators .....	11.22	13.85	19.62	19.62	20.64
Miscellaneous machine operators, n.e.c. ....	11.15	11.58	13.75	15.60	15.97
Welders and cutters .....	12.60	13.40	16.04	21.67	22.28
Assemblers .....	8.60	9.60	10.12	12.33	16.51
<b>Transportation and material moving</b> .....					
Truck drivers .....	10.90	13.85	16.00	19.78	21.02
Truck drivers .....	10.63	13.50	14.88	16.67	20.70
Bus drivers .....	10.00	13.66	21.02	21.02	21.02
Industrial truck and tractor equipment operators ..	11.75	13.49	14.27	16.41	16.69
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....					
Stock handlers and baggers .....	6.50	9.00	12.25	16.80	20.19
Stock handlers and baggers .....	5.50	5.90	6.50	9.66	15.14
Freight, stock, and material handlers, n.e.c. ....	10.99	19.64	19.64	20.16	20.25
Vehicle washers and equipment cleaners .....	6.50	7.00	8.00	10.50	17.13
Hand packers and packagers .....	5.25	10.75	10.93	11.55	11.96
Laborers, except construction, n.e.c. ....	10.75	13.13	15.12	16.33	18.77
<b>Service</b> .....					
Protective service .....	5.75	8.00	10.00	13.04	22.71
Police and detectives, public service .....	7.00	8.80	17.47	24.58	27.48
Police and detectives, public service .....	24.58	24.58	24.58	26.68	28.60
Guards and police, except public service .....	6.60	7.50	8.63	10.00	12.00
Food service .....	2.83	3.95	7.10	9.25	11.25
Waiters, waitresses, and bartenders .....	2.83	2.83	2.93	5.75	7.80
Bartenders .....	4.00	5.25	6.00	7.00	8.95
Waiters and waitresses .....	2.83	2.83	2.83	2.83	3.20
Waiters/Waitresses' assistants .....	3.80	4.50	5.75	7.80	8.35
Other food service .....	6.00	7.25	8.75	10.60	12.30
Supervisors, food preparation and service .....	7.68	8.38	8.38	10.75	16.78
Cooks .....	7.23	8.00	9.25	11.30	13.50
Kitchen workers, food preparation .....	5.50	6.40	8.00	9.25	10.69
Food preparation, n.e.c. ....	5.75	6.95	8.90	10.60	11.72
Health service .....	7.50	9.09	10.28	11.35	12.87
Health aides, except nursing .....	7.10	8.67	9.77	11.78	13.04
Nursing aides, orderlies and attendants .....	8.00	9.50	10.52	11.35	12.57

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service—Continued</b>					
Cleaning and building service .....	\$7.00	\$8.29	\$12.12	\$15.68	\$16.87
Maids and housemen .....	5.15	6.60	9.54	10.66	11.71
Janitors and cleaners .....	7.25	8.53	13.16	15.73	16.87
Personal service .....	7.19	9.58	10.00	17.16	32.88
Child care workers, n.e.c. ....	6.00	9.31	13.39	13.97	15.44

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Pittsburgh, PA, December 2003

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>All</b> .....	\$7.34	\$9.80	\$13.91	\$20.51	\$28.62
All excluding sales .....	8.00	10.30	14.50	21.01	29.47
<b>White collar</b> .....	8.20	11.19	16.44	24.39	35.25
White collar excluding sales .....	9.84	12.77	18.30	26.07	36.21
<b>Professional specialty and technical</b> .....	13.43	18.04	23.38	31.64	40.20
Professional specialty .....	14.42	19.78	24.81	33.65	42.14
Engineers, architects, and surveyors .....	24.35	28.82	37.05	43.76	51.38
Electrical and electronic engineers .....	26.92	32.50	37.50	48.13	62.02
Mathematical and computer scientists .....	18.63	21.22	30.05	35.57	39.25
Computer systems analysts and scientists .....	18.63	21.51	30.39	35.57	39.40
Natural scientists .....	15.39	17.09	23.70	34.74	36.90
Health related .....	18.21	21.23	24.16	28.16	37.99
Registered nurses .....	19.23	21.37	23.48	25.86	28.54
Pharmacists .....	33.21	34.50	36.23	39.55	39.55
Physical therapists .....	21.66	26.53	30.46	31.56	34.11
Therapists, n.e.c. ....	11.38	11.58	12.41	17.52	24.89
Teachers, college and university .....	15.90	18.52	23.00	33.37	36.30
Teachers, except college and university .....	11.26	12.50	14.53	19.34	27.87
Teachers, special education .....	13.93	15.56	18.95	21.02	40.43
Librarians, archivists, and curators .....	13.46	15.91	27.37	27.37	33.65
Social scientists and urban planners .....	18.12	19.83	26.24	36.06	36.39
Social, recreation, and religious workers .....	6.96	9.23	10.65	11.60	17.10
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	12.86	15.26	20.93	30.07	86.75
Editors and reporters .....	15.11	16.44	20.93	30.45	43.02
Technical .....	12.02	14.79	18.75	21.68	29.12
Clinical laboratory technologists and technicians .....	10.70	12.04	16.58	20.72	23.95
Health record technologists and technicians .....	13.31	14.00	15.61	21.49	22.92
Radiological technicians .....	15.25	17.40	20.00	20.73	22.07
Licensed practical nurses .....	13.31	14.68	16.00	17.82	18.89
Health technologists and technicians, n.e.c. ....	10.60	10.60	12.17	13.84	15.31
Drafters .....	14.82	16.15	23.18	29.07	31.83
Computer programmers .....	18.99	18.99	28.61	34.25	37.86
<b>Executive, administrative, and managerial</b> .....	16.00	18.13	23.18	32.82	43.07
Executives, administrators, and managers .....	18.00	22.34	31.06	37.56	54.33
Financial managers .....	17.88	23.08	35.90	41.03	51.28
Managers, marketing, advertising, and public relations .....	23.08	32.47	35.36	49.99	54.33
Managers, medicine and health .....	18.00	18.00	25.04	32.98	36.06
Managers, service organizations, n.e.c. ....	14.61	18.13	22.56	34.56	58.15
Managers and administrators, n.e.c. ....	22.16	27.47	31.50	43.65	57.12
Management related .....	15.06	17.03	19.70	24.10	29.96
Accountants and auditors .....	12.74	16.05	18.73	22.91	29.42
Personnel, training, and labor relations specialists .....	15.06	19.46	23.56	27.18	39.80
Purchasing agents and buyers, n.e.c. ....	16.09	17.75	21.20	25.12	27.72
Management related, n.e.c. ....	15.00	18.00	22.05	27.69	32.26
<b>Sales</b> .....	6.00	6.76	8.70	11.15	15.63
Sales workers, other commodities .....	6.46	6.93	7.85	10.03	16.25
Cashiers .....	5.50	5.85	7.00	8.40	10.00
Sales support, n.e.c. ....	6.00	6.27	7.15	10.00	13.85
<b>Administrative support, including clerical</b> .....	8.45	9.98	12.19	14.95	19.89
Secretaries .....	9.37	11.39	13.52	16.04	20.49
Stenographers .....	11.23	12.13	13.16	14.39	15.69
Receptionists .....	8.00	8.85	9.56	11.64	12.98
Information clerks, n.e.c. ....	8.00	9.00	13.31	14.54	15.71
Order clerks .....	9.50	11.33	15.38	20.98	24.98
Records clerks, n.e.c. ....	8.80	10.13	11.50	13.49	15.85
Bookkeepers, accounting and auditing clerks .....	10.04	11.80	13.21	14.74	16.17
Billing clerks .....	10.99	11.90	12.87	13.60	14.72
Telephone operators .....	8.75	10.00	12.45	19.02	19.02
Traffic, shipping and receiving clerks .....	9.00	9.05	10.60	11.90	14.90

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>White collar</b> —Continued					
<b>Administrative support, including clerical</b> —Continued					
Stock and inventory clerks .....	\$7.20	\$10.30	\$11.45	\$12.10	\$13.39
Insurance adjusters, examiners, and investigators .....	9.00	10.71	11.61	17.76	23.26
Investigators and adjusters, except insurance .....	9.51	10.51	13.54	16.62	19.10
General office clerks .....	8.00	10.19	11.67	14.10	17.70
Bank tellers .....	8.05	8.50	9.87	12.16	14.45
Administrative support, n.e.c. ....	7.50	10.00	13.03	14.68	20.45
<b>Blue collar</b> .....	8.57	11.24	14.56	19.62	23.21
<b>Precision production, craft, and repair</b> .....	11.25	13.98	17.70	22.65	26.93
Automobile mechanics .....	14.50	16.00	17.50	19.00	21.25
Industrial machinery repairers .....	14.60	19.52	21.47	22.65	26.80
Mechanics and repairers, n.e.c. ....	9.75	11.30	14.29	19.30	19.68
Machinists .....	13.25	14.35	15.75	17.95	19.29
Electrical and electronic equipment assemblers ..	10.95	11.13	11.55	13.76	15.37
<b>Machine operators, assemblers, and inspectors</b> .....	9.25	10.10	13.07	15.97	19.62
Grinding, abrading, buffing, and polishing machine operators .....	9.62	11.70	14.81	18.05	20.43
Molding and casting machine operators .....	9.82	9.82	13.07	15.97	18.23
Mixing and blending machine operators .....	11.22	13.85	19.62	19.62	20.64
Miscellaneous machine operators, n.e.c. ....	11.15	11.58	13.75	15.60	15.97
Welders and cutters .....	12.60	13.40	16.04	21.67	22.28
Assemblers .....	8.60	9.60	10.12	12.33	16.51
<b>Transportation and material moving</b> .....	10.00	13.25	15.03	19.66	20.70
Truck drivers .....	10.35	13.33	14.70	16.67	20.70
Industrial truck and tractor equipment operators ..	11.75	13.49	14.27	16.41	16.69
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	6.50	8.25	11.55	16.33	19.80
Stock handlers and baggers .....	5.50	5.90	6.50	9.66	15.14
Freight, stock, and material handlers, n.e.c. ....	10.99	19.64	19.64	20.16	20.25
Vehicle washers and equipment cleaners .....	6.50	7.00	8.00	10.50	17.13
Hand packers and packagers .....	5.25	10.75	10.93	11.55	11.96
Laborers, except construction, n.e.c. ....	10.48	11.23	13.25	16.33	16.59
<b>Service</b> .....	5.25	7.25	9.27	11.00	13.81
Protective service .....	6.25	7.25	8.55	10.00	13.55
Guards and police, except public service .....	6.60	7.50	8.63	10.00	12.00
Food service .....	2.83	3.61	6.70	8.94	10.69
Waiters, waitresses, and bartenders .....	2.83	2.83	2.93	5.75	7.80
Bartenders .....	4.00	5.25	6.00	7.00	8.95
Waiters and waitresses .....	2.83	2.83	2.83	2.83	3.20
Waiters/Waitresses' assistants .....	3.80	4.50	5.75	7.80	8.35
Other food service .....	5.95	7.00	8.40	10.05	11.50
Supervisors, food preparation and service .....	7.68	8.38	8.38	10.75	16.78
Cooks .....	7.25	8.00	9.25	11.25	13.50
Kitchen workers, food preparation .....	5.50	6.40	8.00	9.25	10.69
Food preparation, n.e.c. ....	5.55	6.50	8.15	9.54	10.50
<b>Health service</b> .....	7.48	9.02	10.10	11.07	12.23
Health aides, except nursing .....	7.00	8.66	9.77	11.70	13.04
Nursing aides, orderlies and attendants .....	7.65	9.35	10.30	11.03	11.81

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>Service</b> —Continued					
Cleaning and building service .....	\$6.50	\$7.75	\$10.28	\$14.82	\$16.90
Maids and housemen .....	5.15	6.50	9.52	10.57	11.29
Janitors and cleaners .....	7.00	7.75	10.93	15.69	16.90
Personal service .....	7.05	8.65	10.00	19.56	32.88

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Pittsburgh, PA, December 2003

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>All</b> .....	\$12.51	\$15.29	\$21.02	\$27.48	\$42.34
All excluding sales .....	12.52	15.33	21.02	27.67	42.60
<b>White collar</b> .....	13.06	16.50	25.16	36.92	48.08
White collar excluding sales .....	13.15	16.52	25.50	37.26	48.08
<b>Professional specialty and technical</b> .....	18.25	24.67	31.87	47.42	50.35
Professional specialty .....	18.90	25.50	32.91	47.42	50.35
Health related .....	—	—	—	—	—
Teachers, college and university .....	20.40	24.34	34.80	48.10	59.94
Teachers, except college and university .....	23.33	26.99	35.08	48.03	50.35
Elementary school teachers .....	25.16	27.84	37.01	49.54	53.62
Secondary school teachers .....	24.29	27.19	33.02	46.60	50.69
Substitute teachers .....	9.93	10.00	10.67	15.63	16.25
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Technical .....	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	18.55	21.65	28.89	37.26	41.95
Executives, administrators, and managers .....	16.57	28.89	32.51	38.71	44.75
Administrators, education and related fields .....	16.57	16.57	38.16	41.48	44.75
Management related .....	—	—	—	—	—
<b>Sales</b> .....	—	—	—	—	—
<b>Administrative support, including clerical</b> .....	12.00	12.87	14.96	17.14	19.56
Secretaries .....	13.26	15.23	16.52	19.06	21.47
<b>Blue collar</b> .....	14.88	15.69	18.57	21.02	22.99
<b>Precision production, craft, and repair</b> .....	15.14	15.69	18.19	18.57	21.04
<b>Transportation and material moving</b> .....	14.53	16.53	20.39	21.02	22.34
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	10.34	15.12	18.83	22.03	22.99
<b>Service</b> .....	11.47	13.14	16.81	24.58	27.29
Protective service .....	22.24	22.71	24.58	26.68	28.58
Police and detectives, public service .....	24.58	24.58	24.58	26.68	28.60
Food service .....	10.33	10.97	11.52	12.01	12.52
Other food service .....	10.33	10.97	11.52	12.01	12.52
Food preparation, n.e.c. ....	10.60	10.97	11.52	12.30	12.69
Health service .....	—	—	—	—	—
Cleaning and building service .....	11.03	13.62	14.71	15.73	16.66
Janitors and cleaners .....	11.64	13.62	14.71	15.73	16.66
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.



Table 6-4. Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$9.00	\$11.35	\$15.89	\$22.71	\$32.51
All excluding sales .....	9.32	11.60	16.14	22.97	32.88
<b>White collar</b> .....	9.70	12.68	18.25	26.99	37.76
White collar excluding sales .....	10.65	13.65	19.39	27.92	39.85
<b>Professional specialty and technical</b> .....	14.50	18.95	25.13	35.20	47.42
Professional specialty .....	16.08	21.28	26.99	36.54	48.03
Engineers, architects, and surveyors .....	24.35	28.82	37.05	43.76	51.38
Electrical and electronic engineers .....	26.92	32.50	37.50	48.13	62.02
Mathematical and computer scientists .....	18.63	21.22	30.05	35.57	39.25
Computer systems analysts and scientists .....	18.63	21.51	30.39	35.57	39.40
Natural scientists .....	15.39	17.09	23.70	34.74	36.90
Health related .....	17.83	20.96	23.95	27.91	38.57
Registered nurses .....	18.95	21.14	23.35	25.55	28.18
Pharmacists .....	32.78	34.25	36.04	37.96	40.03
Physical therapists .....	21.66	26.53	30.77	31.56	34.11
Therapists, n.e.c. ....	11.38	11.58	12.41	17.52	25.50
Teachers, college and university .....	16.92	19.59	28.50	35.90	46.96
Other post-secondary teachers .....	15.64	18.25	21.54	33.15	49.31
Teachers, except college and university .....	16.25	25.50	33.73	47.46	50.35
Elementary school teachers .....	24.63	27.64	36.03	49.54	53.48
Secondary school teachers .....	23.99	26.99	32.91	46.41	50.69
Teachers, special education .....	21.95	26.06	47.42	48.08	49.41
Teachers, n.e.c. ....	12.36	15.98	47.46	48.03	48.61
Librarians, archivists, and curators .....	13.46	15.91	27.37	27.37	33.65
Social scientists and urban planners .....	17.74	19.83	26.24	32.69	36.39
Social, recreation, and religious workers .....	9.23	10.65	12.92	20.45	25.50
Social workers .....	9.43	10.65	17.14	22.85	25.50
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	12.86	16.44	20.93	30.07	86.75
Editors and reporters .....	15.11	16.44	20.93	30.45	43.02
Technical .....	12.10	14.98	18.85	22.24	28.87
Clinical laboratory technologists and technicians .....	10.84	12.04	16.58	20.90	23.95
Health record technologists and technicians .....	13.31	14.00	15.61	21.49	22.92
Radiological technicians .....	15.66	17.51	20.00	20.73	22.00
Licensed practical nurses .....	13.48	14.71	16.02	17.82	18.89
Health technologists and technicians, n.e.c. ....	10.60	10.60	12.17	13.84	15.30
Engineering technicians, n.e.c. ....	19.59	19.59	25.50	27.36	33.53
Drafters .....	14.82	16.15	23.18	29.07	31.83
Computer programmers .....	18.99	18.99	28.61	34.25	37.86
<b>Executive, administrative, and managerial</b> .....	16.05	18.20	23.56	33.10	43.08
Executives, administrators, and managers .....	17.88	22.56	31.06	37.56	53.79
Financial managers .....	17.88	23.08	35.90	41.03	51.28
Managers, marketing, advertising, and public relations .....	23.08	32.47	35.36	49.99	54.33
Administrators, education and related fields .....	16.57	21.13	24.77	35.59	41.48
Managers, medicine and health .....	18.00	18.00	25.04	32.98	36.06
Managers, service organizations, n.e.c. ....	14.61	18.13	22.56	34.56	58.15
Managers and administrators, n.e.c. ....	22.16	28.62	31.50	44.57	53.79
Management related .....	15.64	17.44	19.95	24.10	29.44
Accountants and auditors .....	15.80	16.05	19.43	23.56	28.54
Personnel, training, and labor relations specialists .....	15.06	19.46	23.56	27.18	39.80
Purchasing agents and buyers, n.e.c. ....	16.09	17.75	21.20	25.24	27.72
Management related, n.e.c. ....	15.00	18.00	22.05	27.69	32.26
<b>Sales</b> .....	6.93	7.97	10.12	13.46	18.91
Cashiers .....	6.77	7.51	8.75	10.20	13.87
<b>Administrative support, including clerical</b> .....	9.00	10.62	12.98	15.40	20.00
Secretaries .....	10.00	12.35	14.69	18.10	21.18
Stenographers .....	11.98	13.24	14.96	15.90	17.14
Receptionists .....	8.50	9.25	9.80	12.40	12.98
Order clerks .....	9.50	11.33	15.38	20.98	24.98
Records clerks, n.e.c. ....	9.25	10.60	11.50	13.49	15.89
Bookkeepers, accounting and auditing clerks .....	10.20	11.80	13.57	14.73	16.17
Billing clerks .....	10.99	11.90	12.87	13.60	14.72

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>White collar</b> —Continued					
<b>Administrative support, including clerical</b> —Continued					
Traffic, shipping and receiving clerks .....	\$9.00	\$9.05	\$10.60	\$11.90	\$14.90
Stock and inventory clerks .....	9.34	10.30	12.00	13.39	14.97
Insurance adjusters, examiners, and investigators .....	9.00	10.71	11.61	17.76	23.26
Investigators and adjusters, except insurance .....	9.51	10.48	13.54	16.62	19.10
General office clerks .....	8.00	11.52	12.20	14.10	19.59
Teachers' aides .....	7.21	8.61	11.03	13.55	14.29
Administrative support, n.e.c. ....	7.95	12.63	14.22	14.68	20.78
<b>Blue collar</b> .....	9.82	12.20	15.64	19.66	23.23
<b>Precision production, craft, and repair</b> .....					
Automobile mechanics .....	11.30	14.25	17.95	21.88	26.17
Industrial machinery repairers .....	14.50	15.91	17.50	19.00	21.25
Mechanics and repairers, n.e.c. ....	14.60	19.52	21.47	22.65	26.80
Carpenters .....	9.75	11.30	14.29	19.30	19.68
Electricians .....	17.83	18.12	18.19	23.72	25.22
Machinists .....	14.61	14.61	18.60	19.29	20.59
Electrical and electronic equipment assemblers ..	13.25	14.35	15.75	17.95	19.29
.....	10.95	11.13	11.55	13.76	15.37
<b>Machine operators, assemblers, and inspectors</b> .....					
Grinding, abrading, buffing, and polishing machine operators .....	9.34	10.10	13.16	15.97	19.62
Molding and casting machine operators .....	9.62	11.70	14.81	18.05	20.43
Mixing and blending machine operators .....	9.82	9.82	13.07	15.97	18.23
Miscellaneous machine operators, n.e.c. ....	11.22	13.85	19.62	19.62	20.64
Welders and cutters .....	11.15	11.58	13.75	15.60	15.97
Assemblers .....	12.60	13.40	16.04	21.67	22.28
.....	8.60	9.60	10.12	12.33	16.51
<b>Transportation and material moving</b> .....					
Truck drivers .....	12.00	14.27	16.06	19.78	21.70
Industrial truck and tractor equipment operators ..	11.12	13.88	14.88	16.67	20.70
.....	11.75	13.49	14.27	16.41	16.69
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....					
Stock handlers and baggers .....	8.25	10.80	14.04	18.30	20.46
Hand packers and packagers .....	8.94	9.66	13.02	15.45	19.62
Laborers, except construction, n.e.c. ....	10.75	10.75	11.24	11.55	13.00
.....	11.23	13.25	15.12	16.52	20.16
<b>Service</b> .....					
Protective service .....	7.25	9.00	10.94	15.13	24.58
Police and detectives, public service .....	7.50	9.33	22.71	24.58	27.48
Guards and police, except public service .....	24.58	24.58	24.58	26.68	28.60
Food service .....	6.83	7.90	9.00	10.50	13.77
Waiters, waitresses, and bartenders .....	2.83	6.50	8.95	10.97	12.69
Other food service .....	2.83	2.83	4.00	6.50	8.35
Cooks .....	8.00	8.50	10.27	11.72	13.50
Food preparation, n.e.c. ....	7.74	8.50	10.25	12.11	14.11
Health service .....	8.05	9.00	10.33	11.72	12.52
Health aides, except nursing .....	7.50	9.06	10.35	11.40	13.00
Nursing aides, orderlies and attendants .....	7.00	8.70	9.79	11.94	13.04
Cleaning and building service .....	8.15	9.50	10.60	11.40	12.95
Maids and housemen .....	7.95	10.18	13.62	15.78	16.90
Janitors and cleaners .....	5.15	7.75	9.99	10.94	12.10
Personal service .....	8.25	11.03	13.88	16.15	16.90
.....	8.02	9.80	11.05	19.56	32.88

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. **Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$5.25	\$6.00	\$7.75	\$10.20	\$20.00
All excluding sales .....	5.15	6.35	8.05	11.09	22.50
<b>White collar</b> .....	5.65	6.51	9.00	15.97	25.55
White collar excluding sales .....	7.59	9.00	13.71	23.74	28.77
<b>Professional specialty and technical</b> .....	10.00	15.56	22.73	27.03	33.21
Professional specialty .....	10.00	16.96	23.25	28.00	33.24
Health related .....	18.95	22.04	24.97	28.54	34.70
Registered nurses .....	18.90	21.49	24.17	26.50	29.29
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	9.91	10.00	15.50	28.00	48.08
Substitute teachers .....	9.79	10.00	10.00	10.67	15.99
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	6.96	7.00	9.50	9.50	14.50
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	12.67	13.71	15.18	17.43	20.75
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—
Management related .....	—	—	—	—	—
<b>Sales</b> .....	5.50	5.76	6.50	8.30	9.65
Sales workers, other commodities .....	6.00	6.32	6.83	8.64	10.30
Cashiers .....	5.35	5.50	6.25	7.75	9.00
<b>Administrative support, including clerical</b> .....	7.25	8.00	9.00	10.71	13.00
Secretaries .....	8.82	9.00	9.00	10.96	13.41
General office clerks .....	8.00	8.00	8.00	9.50	13.56
Administrative support, n.e.c. ....	5.45	10.00	10.21	12.00	13.00
<b>Blue collar</b> .....	5.25	5.90	6.68	9.35	13.25
<b>Precision production, craft, and repair</b> .....	—	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	6.05	8.25	12.50	13.25	15.00
Bus drivers .....	9.00	12.50	13.25	15.00	17.35
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	5.25	5.50	6.50	7.55	10.00
Stock handlers and baggers .....	5.25	5.50	6.35	6.50	8.40
<b>Service</b> .....	2.83	5.50	7.00	8.90	10.22
Protective service .....	—	—	—	—	—
Food service .....	2.83	2.88	6.00	7.75	9.25
Waiters, waitresses, and bartenders .....	2.83	2.83	2.83	5.25	6.50
Waiters and waitresses .....	2.83	2.83	2.83	2.83	3.34
Waiters/Waitresses' assistants .....	3.61	5.50	6.00	7.05	7.85
Other food service .....	5.50	6.25	7.45	8.75	10.46
Cooks .....	6.50	7.25	8.00	9.75	11.00
Food preparation, n.e.c. ....	5.50	6.05	7.25	8.75	10.60
Health service .....	7.35	9.33	9.90	10.55	11.80
Health aides, except nursing .....	7.25	8.50	9.33	10.33	11.23
Nursing aides, orderlies and attendants .....	7.35	9.46	9.90	10.66	11.80

See footnotes at end of table.

Table 6-5. **Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Pittsburgh, PA, December 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service —Continued</b>					
Cleaning and building service .....	\$6.25	\$6.50	\$7.50	\$8.01	\$10.72
Maids and housemen .....	6.00	6.50	7.00	7.75	9.79
Janitors and cleaners .....	6.25	6.50	7.50	8.01	11.02
Personal service .....	5.30	6.60	7.66	9.31	10.19

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.